

Office of the Insurance Commissioner

ESSB 5940

K-12 School District Employee Health Benefit Data Collection Project

Year 2 Data Call Instructions - School Districts

Contract PS 2013.18

Description: Instructions for Year 2 ESSB 5940 Data Call – School
Districts

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Overview

This document provides detailed instructions for school districts in the State of Washington concerning the request for data ('Data Call') that is required under ESSB 5940 ('the legislation'). Under the legislation, detailed information about school district health benefits, including demographic and financial data, must be reported to the Washington State Legislature.

Some of the required information will be collected from school districts, and some of it will be collected from carriers by means of a separate, parallel Data Call.

Quick Start Instructions

Please note that Appendix 1 of this document contains a set of Quick Start Instructions. This provides a brief but possibly useful summary of the end-to-end process.

Terms of reference

The Office of the Insurance Commissioner of the State of Washington may be abbreviated to 'OIC' within this document.

Year 2 of the OIC K-12 Health Benefit Data Collection Project is referred to throughout this document as 'the project'.

The team carrying out the project consists of employees and subcontractors of Treinen Associates Inc., a consulting company based in Olympia WA. This team is referred to throughout this document as 'the project team'. Any references to 'we' (as in the 1st person plural) really mean 'we, the project team'.

The 'Data Call' is the act of broadcasting, to school districts and to carriers, a request for data relating to health benefits for K-12 employees. The Data Call consists of a Data Collection Spreadsheet, a set of Instructions, and a cover letter.

'School district' may be abbreviated within this document to 'SD'.

Due Date

Please complete the data collection spreadsheet and submit before May 31, 2014.

Given the enormous variation in the size of school districts throughout the State of Washington, it is impossible to say how long it will take to complete the Data Call. Some districts have just a handful of employees, others have thousands of employees. There is undoubtedly a correlation between the size of a district, and the amount of time it will take to respond to the data call. However, there is no algorithm available to compute this.

Our best guess, based on reported district experience in Year 1, is that the data call is likely to require somewhere between several hours and several days to complete.

Keep in mind that you may need to resubmit your data if it is not accepted on the first submission. It would be a good idea to leave ample time to complete the task before the deadline.

What's new in Year 2?

Scope – vision and dental totals have been added

For school districts, the project will collect summary data (i.e. yearly expenditures) on the total premium cost of dental insurance, and the total premium cost of vision insurance, where these are purchased as stand-alone insurance products. The project will not collect (and please do not submit) any detailed information (on plans, or plan selections or employee monthly contributions or district monthly contributions or total monthly premiums) with respect to dental or vision insurance.

The only exception is where medical insurance is bundled with vision, which is not uncommon. In this circumstance, please report detailed information on medical insurance (plans, plan selections, employee contributions, district contributions, total premiums) and indicate, using the drop-down in section 3, that the premium type is 'medical + vision'. See the section below entitled 'Section 3—List Insurance Carriers, Brokers and Other Entities' for further details.

Data Collection Spreadsheet

Various enhancements have been built into the Data Collection Spreadsheet. These include the addition of a data validation function named 'Check My Spreadsheet'.

New data transport mechanism - ShareFile

In Year 2 of the project we are not using e-mail as the data transport mechanism. Instead, we are using ShareFile.com. Information on this service may be found on the service's web site, which is www.ShareFile.com. A secure ShareFile.com account has been set up for the exclusive use of each district.

Please see the section below entitled 'ShareFile' for further details.

Please note: the ShareFile account that has been set up for your district is to be used only for data that is related to the OIC K-12 Health Benefit Data Collection Project.

You may not use this ShareFile account for any other purpose. It is not to be used for the storage or sharing of documents that are unrelated to the OIC K-12 Health Benefit Data Collection Project.

New project team e-mail

For Year 2 of the project, the project team's e-mail address is Y2DataCallTeam@Treinen.com. This should be used for all correspondence with the project team. Furthermore, this email will be used for all correspondence between ShareFile (see below) and districts. Please discontinue use of these Year 1 e-mail addresses:

info-sd-dcp@treinenassociates.com

obsolete – do not use

oic-k12-datacollection@treinenassociates.com

obsolete – do not use

If you need assistance via telephone, please include your telephone number in an email to us indicating the best time to call and we will call you.

Excluded from scope

This project will not collect data about any form of insurance that is not related to medical, vision, or dental coverage. The following forms of insurance are specifically excluded:

- Life
- Accidental Death and Dismemberment
- Long Term Disability
- Short Term Disability
- Salary Replacement

Funding is excluded from scope

This project will collect data only on district health benefit expenditures, regardless of funding sources. We will not collect any data about the sources of funding of school district health benefits, funding pools or trusts.

No payments to COBRA, trusts, VEBA trusts or HSAs should be reported

This project is designed to capture data on school district payments to:

- Medical carriers (including PEBB, which for the purposes of this project is deemed a carrier)
- Dental Carriers
- Vision carriers
- Brokers and advisors
- Third party administrators
- HSA (for the 'retiree carveout')

So, please do not submit any information about any of the following:

- COBRA payments
- Payments to trusts
- Payments to VEBA trusts
- Payments to HSAs (Health Savings Accounts); please do not report employee or employer contributions to HSAs

Trusts

If your district pays money into a trust which then purchases medical benefits on behalf of your district employees, you should find out from the trust administrators the information that is required under this Data Call. You may wish to collaborate closely with the trust administrators for this purpose, or even have them assist you with complying with the Data Call.

School District Instructions - Year 2 of the OIC K-12 Health Benefits Data Collection Project

We will not accept a trust as a carrier. If you pay a trust, and the trust buys health benefits for your district, you need to find out from the trust:

- Which carriers they purchased health plans from
- How much was paid to each carrier
- What plans each carrier offered within your district
- What groups of employees were offered which plans
- Which employees subscribed to which plans
- What tier of coverage each employee selected
- The monthly amounts of the district and employee contributions
- The total monthly premium for each employee

Again, we will not accept any trust as a carrier - to do so would be to circumvent the intent of the Legislature, and would cause a mismatch between the totals reported by districts and those reported by medical carriers. Please see the list of approved carrier names in the section 3 instructions.

Data submission is by spreadsheet

As in Year 1 of the project, school district data should be submitted to the project team by means of an Excel spreadsheet (the Data Collection Spreadsheet) containing multiple tabs. Each tab contains a different type of data and is referred to as a 'Section'. This year the spreadsheet will be submitted via ShareFile (please see the step-by-step instructions within the section entitled 'ShareFile' below).

The Data Collection Spreadsheet has been distributed to districts along with this instructions document. Both of these documents may also be downloaded at any time from the OIC's web site. For a link to the OIC's web site please see the section below entitled 'Further Information – Links'. It may be useful to download a fresh copy if you feel that your Data Collection Spreadsheet has become corrupted, or you wish to start again.

Submission in the form of .CSV files is discouraged

If at all possible, data submission using the Data Collection Spreadsheet is strongly preferred, because the alternative approach, which is submission in the form of .CSV files, has disadvantages:

- (i) .CSV files do not have a Check My Spreadsheet function, which allows users to validate the contents of the spreadsheet before submitting their data
- (ii) It is less convenient to view and edit data in seven or eight separate .CSV files than to do so using one integrated document (the Data Collection Spreadsheet).

For these reasons districts are strongly discouraged from submitting their data in the form of .CSV files.

However if all else fails...

Given the many possible combinations of hardware / operating system / versions of Excel, there is a small possibility that users might experience technical difficulties with the Data Collection Spreadsheet. If these difficulties are persistent, and you are unable to use the spreadsheet, you may as a last resort submit your data in the form of separate .CSV files. The empty .CSV templates are also available on the OIC's web site. For a link to the OIC's web site please see the section below entitled 'Further Information – Links'.

School District Instructions - Year 2 of the OIC K-12 Health Benefits Data Collection Project

Note that .CSV files can easily be opened and manipulated using Excel. However, any formatting is lost when you save and close such files. Only the actual content is retained.

Windows VS Macintosh

The Data Collection Spreadsheet, and the edits and macros it comprises, were developed and tested on a MS Windows platform. While theoretically, according to Microsoft, all spreadsheets are 'portable' from one platform to the other, the project team strongly recommends that you use:

- A Windows machine (running Windows Vista or Windows 7 or Windows 8)
- Excel 2007 or later

Sections

In some cases the Sections (which contain different types of data) overlap, and the same information may be submitted in two different ways. In such cases you are free to choose the submission method to use. For example, the information in Section 6 may alternatively be provided in column E within Section 5, and the information in Section 8 may alternatively be provided in columns P through S within Section 7.

The project team has built this flexibility into the Data Call in order to accommodate the needs of school districts. If your district prefers to extract data directly into .CSV files, then you should use Sections 6 and 8. If your district finds it easier and more convenient to use the appropriate rows within Sections 5 and 7 for the same data, then feel free to do that instead. Please see Sections 5, 6, 7 and 8 for further information.

The Sections are summarized below. They are described in detail later in this document.

Section 1	District information, reporting of narratives, total healthcare-related expenditures by expenditure category, submitter information, date submitted, date checked
Section 2	Innovative health plan features
Section 3	Carriers, brokers & other entities your district does business with in terms of health benefits, total healthcare-related expenditures by payee

From this point on the project requires data about medical coverage only. Please do not submit data about dental, supplemental, stand-alone vision, life, or disability insurance.

Section 4	Medical plans
Section 5	Employee Groups, medical plans offered to Employee Groups
Section 6	Medical plans offered to Employee Groups
Section 7	Employee listing, medical plan selections, contributions, dependents
Section 8	Dependents

Spreadsheet macros

The Data Collection Spreadsheet has a file extension of *.xism* indicating that it contains macros. There are two macros in this spreadsheet. One of them imports *.CSV* (Comma Separated Value) data files (the button to execute this is 'Load CSV Files Into this Workbook'). The other is the 'Check My Spreadsheet' function, which is discussed later in this document.


The *.CSV* files that you import into the Data Collection Spreadsheet have either been extracted...

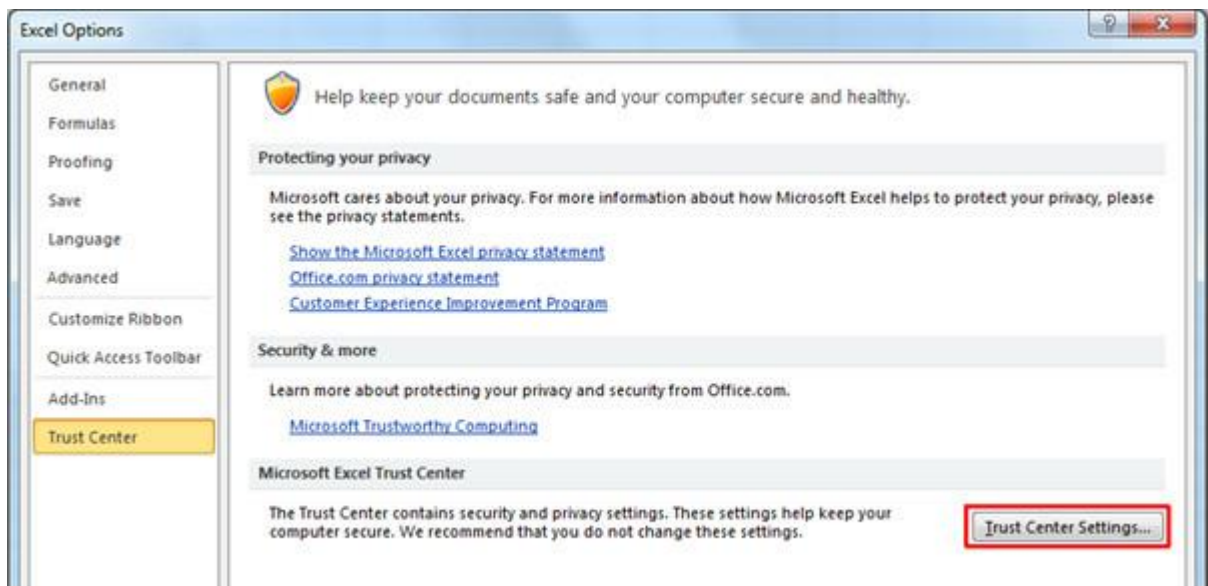
- by your school district's technical staff from whatever computer system your district uses for functions such as Payroll, Finance and Employee Benefit Management, **or**
- by using the new feature built into the WESPaC software
(more information on this may be found below under the heading 'Users of WESPaC / WSIPC')

However, you do not have to use *.CSV* files or the *.CSV* import function. If you want, you can edit the Data Collection Spreadsheet manually, or use cut and paste.

Enable macros

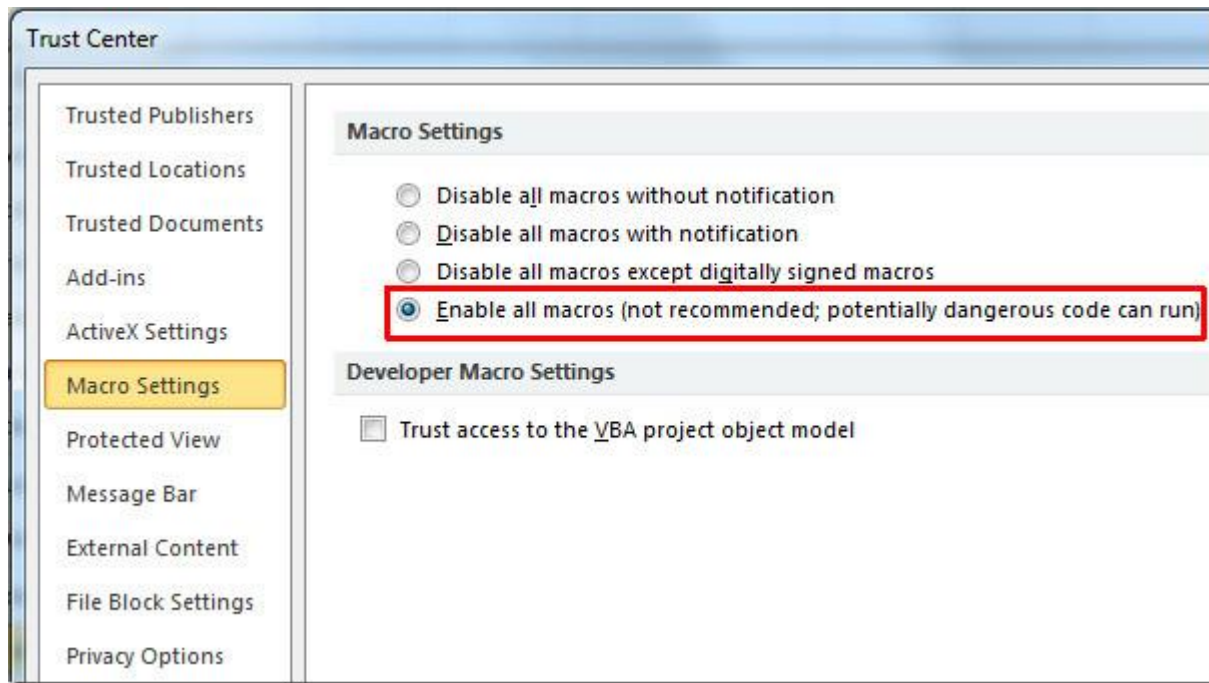
To be able to use either the CSV import function or the Check My Spreadsheet function, then you may need to enable macros for the Data Collection Spreadsheet. To do this:

1. In Excel 2007 click the **Microsoft Office Button**  and then click **Excel Options**.
2. In Excel 2010 or 2013 click the **File Menu** and select **Options** from the left sidebar.
3. In **Options**, select **Trust Center** from the left sidebar and click the **Trust Center Settings** button on the main window.



4. From the **Trust Center Settings** dialog window, select **Macro Settings** from the left sidebar.

5. Choose the **Enable All Macros** option and click **OK**.



If you experience difficulties enabling macros on the Data Collection Spreadsheet, or if macro settings for your school district are set by local network administrative policy, then please contact your local IT support.

The Check My Spreadsheet macro

This is an Excel program (a 'macro') which:

- Calculates annual totals by expenditure category (lines 13-20 within Section 1), based on your input within Section 3
- Inserts the date of the last time the Check my Spreadsheet function was run into row 26 of Section 1
- Performs data validation on data within the Data Collection Spreadsheet
- Reports errors and warnings to users, so that they may be corrected before the data is submitted

After you have filled out all the required data, run the Check My Spreadsheet macro by clicking on the button labelled 'Check My Spreadsheet' within the Functions tab.

The macro will go through your spreadsheet performing a large number of checks and data validations. It will highlight any imperfections it finds, and will write error messages and warning messages in the Status column of each section.

Before submitting your spreadsheet, you must fix any errors that Check My Spreadsheet discovers.

If the Check My Spreadsheet function issues only warnings, and no errors, you may submit the data.

Data Collection Spreadsheet - naming convention

When saving the Data Collection Spreadsheet that contains your district's data, please use the following naming convention: **SDnnnnn-Vnn.xlsm** where...

- nnnnn** is your county-district code
- nn** is the version (reflecting the number of times you have previously submitted data); the first time you submit data, please use V01 and then increment the version number with each subsequent resubmit.

For example, the first time your district submits data, the Data Collection Spreadsheet is named like this:

SD12345-V01.xlsm

The fourth time your district submits data (we hope this will not be necessary!) the Data Collection Spreadsheet you submit would be named like this:

SD12345-V04.xlsm

Users of school district management software other than WESPaC

If your school district uses software other than WESPaC (available through WSIPC) for functions such as Payroll, Finance and Employee Benefit Management then you have two choices:

Either...

1. Build a utility or extract program that extracts the required data from your computer system. You may need to request assistance from your IT department for this process. The output should be a series of .CSV files that:
 - (i) Correspond exactly with the layout of the Sections as described below, and
 - (ii) Are named according to this naming convention: **SDnnnn.Sectionx.CSV**, where **nnnnn** is your county-district code and **x** is the Section number.

Note that template .CSV files, complete with correct column headers, may easily be extracted from the Data Collection Spreadsheet using the Save As function within Excel. Template .CSV files are also available from the OIC's web site. For a link to the OIC's site please see the section below entitled 'Further Information – Links'.

Once you have the extracted .CSV files, import the data within them into the Data Collection Spreadsheet using the import macro ('Load CSV Files Into this Workbook') within the Functions tab.

Note that in order for the import macro to work the .CSV files have to be in the same folder as the Data Collection Spreadsheet, and be named according to the file naming convention described above under point ii above.

After the .CSV files have been imported into the Data Collection Spreadsheet, you can perform further edits on the data from within Excel. You need to perform further edits in order to provide required data that is not by definition extractable, such as narrative data.

Or...

2. Manually edit the Excel template that is part of this Data Call.

When your data is ready to be submitted follow the steps outlined in the Section below entitled 'Submission Process'

Data flow diagram

This diagram illustrates the flow of data between School Districts (that do not use WESPaC) and the project team. If the document embedded here does not open, you can download it from the OIC's web site. See the section above entitled 'Further information – links'.



Y2 Data Call Overview
SDs (non-WESPaC) Bc

Users of WESPaC

In Year 1 of the project, on behalf of its school district membership throughout the State of Washington, WSIPC developed a program that extracted a large portion of the required data from the database associated with the WESPaC school district management software. This was run centrally, by WSIPC, on behalf of districts.

Year 2 Enhancements

For Year 2 of the project WSIPC has further enhanced their extract. Some of the major points are briefly mentioned below.

WSIPC Instructions

WSIPC will send out a separate communication to all member districts with detailed instructions about the process that districts should follow to use the new features of WESPaC and extract their district's data. Instructions will also be included in the Data Call as well as at the OIC website.

WSIPC extract is now integrated into WESPaC

A major enhancement in Year 2 is that the extract is now integrated into the WESPaC software, thus allowing districts to configure what will be extracted and what the output will look like, and to run the extract program on demand.

The Year 2 enhancements will particularly benefit districts that have chosen to use the Insurance Tracker module of the WESPaC software.

Districts can configure their extract

WSIPC will provide detailed instructions on this, but essentially... new screens have been built that allow districts to determine what entities are included in the extract, and how they are identified in the output of the extract.

Output is .CSV files

The extracted data is, once again, in the form of .CSV files. These are written out to a folder on the same machine that the WESPaC software is run on (or accessed from, if you're using the web-based version).

Validate, modify, plug the gaps

Again, the extract provides most (but not all) of the data that each school district is required to report. Districts again need to:

1. Carefully inspect and verify the extracted data
2. Correct it as necessary
3. Add to it, particularly with respect to required fields that are not included in the WSIPC extract
4. Supply the various narratives that are required

It's best to do these tasks after the CSV data has been imported into the Data Collection Spreadsheet.

Districts have control

Please note that in Year 2...

- WSIPC will not run the extract on behalf of districts; instead, districts should configure what will be extracted, and run the extract themselves

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- The FIN_SEC folder will not be used.

Process overview

Users of WESPaC should:

1. Configure their OIC data extract within the WESPaC school district management software (see specific instructions from WSIPC)
2. Run the OIC extract, placing the downloaded .CSV files into the same directory (i.e. folder) as the Data Collection Spreadsheet which has been distributed by the project team as part of the Year 2 Data Call
3. Back up the created .CSV files
4. Import the .CSV files into the Data Collection Spreadsheet using the macro within the Functions tab
5. Inspect and verify, and if necessary correct, the extracted data
6. Fill the gaps (particularly fields not populated by the OIC extract, and also narrative data)
7. Run the Check My Spreadsheet macro (from within the Functions tab)
8. Fix any errors that Check My Spreadsheet discovers
9. Upload the completed Data Collection Spreadsheet to the ShareFile.com web site (there is more information on ShareFile later in this document).

Data flow diagram

This diagram illustrates the flow of data between WSIPC, school districts (that use WESPaC) and the project team. If the document embedded here does not open, you can download it from the OIC's web site. See the section above entitled 'Further information – links'.



Y2 Data Call Overview
SDs (WESPaC) Beta 2

ShareFile

General

ShareFile is a cloud-based file sharing and storage service built for business. In Year 2 of the project ShareFile is being used instead of e-mail as the data transport mechanism.

Security

The use of ShareFile means that in Year 2 of the project there is no need for users to encrypt or password-protect their data before submission*. This is because all data that moves into or out of ShareFile, or that is stored by ShareFile, is always encrypted (by ShareFile itself). If you have concerns about the data security arrangements of ShareFile.com, please see www.sharefile.com/industries/business/security.aspx. A brief quotation from this page:

'All communications between Citrix ShareFile and the user are encrypted using either Secure Socket Layer (SSL) or Transport Layer Security (TLS) encryption protocols and up to AES 256-bit encryption. This is the same functionality used by banks and popular e-commerce services for secure communication. ShareFile also encrypts stored files when they are at rest on our servers for an additional layer of security'.

*In fact, users should absolutely not encrypt or password-protect their data before submission because this causes the OIC's computer application that gathers and processes submitted data to malfunction.

Set-up - preliminaries

The project team has used the Contacts Database that was built and maintained during Year 1 of the project in order to establish ShareFile contacts for each individual district. ShareFile contacts include all contacts that the project team has on file for each district.

Initially, each ShareFile user is associated with only one district. However please note that a user may subsequently be associated to multiple districts. This enables users such as ESD personnel to perform ShareFile operations on behalf of all the districts that they support.

Set-up – registration and password change

On December 18, 2013, the project team created a ShareFile account on behalf of each individual contact within each district. At that point ShareFile automatically generated a notification e-mail to each contact informing them that an account had been set up for them on ShareFile.

(Note that the sender id on the e-mail from ShareFile e-mail was Y2DataCallTeam@Treinen.com. All Year 2 correspondence between ShareFile and districts uses this e-mail address. All Year 2 correspondence between districts and the project team should also use this e-mail address).

In the notification email each user was instructed to click on a unique link (within the email) which takes them to the ShareFile website for registration. Once on the ShareFile site, the user was prompted to change their password.

As soon as this registration process for an individual user is complete, he or she can upload files to or download files from the district folder that their email address is associated with.

If the contacts within your district have not yet logged onto ShareFile and changed their password, please have them do so as soon as possible.

Data movement between project team and districts is via ShareFile

When setup and registration is complete, users can:

1. Upload files (i.e. successive versions of the Data Collection Spreadsheet) on behalf of the district that their e-mail address is associated with.
2. Download return files (Data Collection Spreadsheets that have errors and/or warnings identified) that were previously submitted by their district.

Notifications

Each time data is submitted to or downloaded from a district's ShareFile folder, ShareFile automatically sends a confirmation e-mail to that district's ShareFile contacts. The project team receives a similar notification.

When a district's submitted data is accepted or rejected by the OIC's computer application that processes submitted data, the application generates an e-mail stating this and sends it to the submitter. When the project team uploads a return file (containing errors and/or warnings) all ShareFile users within the district are notified.

Note that each individual ShareFile user may configure his or her notification settings. By default, all ShareFile users within a district are set up to be notified each time any activity occurs with respect to their district's ShareFile folder, but individual users may easily reconfigure their own preferences to receive the level of notifications that they want.

Errors and warnings

If a district's data contains errors or warnings, users within the district receive an e-mail stating that a 'return file' (i.e. a Data Collection Spreadsheet that identifies the errors and or warnings) has been posted to their ShareFile account. The district is requested to log into ShareFile, retrieve their return file, and give it further attention.

When a return file is retrieved (downloaded), ShareFile automatically sends an e-mail to the project team informing them that the district has done so.

When corrections have been made to the Data Collection Spreadsheet (properly renamed according to the versioning convention described above), the district uploads it to ShareFile in the same way as they did originally.

The cycle continues until the data within the Data Collection Spreadsheet is accepted and an e-mail is sent to the district stating that this is so.

ShareFile account configuration

Users may add, change or delete ShareFile contacts within their district. Contacts may also be added, changed and deleted by the project team.

For support in reference to ShareFile account configuration please send an e-mail to the project team at Y2DataCallTeam@Treinen.com with details of the support request.

Uploading & downloading data using ShareFile

To submit (or resubmit) data, school districts should upload their completed Data Collection Spreadsheet (suitably named or renamed per naming convention on page 12) to their district's ShareFile account. Districts can upload completed spreadsheets as often as necessary, for example each time new corrections or additions have been made. Follow the step-by-step instructions provided below to upload files to ShareFile.

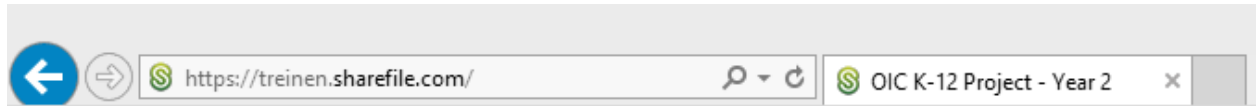
Note that ShareFile uniquely identifies, date-stamps and archives each individual submission, regardless of how it is named. These archived files are placed into the *Downloaded* folder located in your district's ShareFile location. The data collection application stores the archived files here automatically when it processes them.

If the project team posts a return spreadsheet (containing error or warning notifications) to a district's ShareFile folder, users within the district may download the return spreadsheet using the step-by-step instructions provided below.

Step-by-step instructions for uploading files

To upload the completed Data Collection Spreadsheet from your computer to ShareFile, follow the steps below.

1. Using your internet browser, go to the ShareFile login screen at <https://treinen.sharefile.com>.



2. Log in to your account with your email address and password.

A screenshot of the TREINEN login page. At the top center is the TREINEN logo, which consists of a stylized circular icon above the word 'TREINEN' in a bold, sans-serif font. Below the logo is a white rectangular input field containing the placeholder text 'Your.Email@District.org'. Underneath this is another white rectangular input field for a password, represented by a series of black dots. Below the password field is a grey rectangular button with the text 'Log In' in white. At the bottom left of the login area is a checkbox labeled 'Remember me'. To its right is a link that says 'Forgot password?'. At the very bottom of the page, there is a block of small text: 'By using this site, you attest that you are authorized to submit and/or modify data on behalf of the district or carrier that is associated with the ShareFile account you are logging into. Having trouble logging in? Contact the OIC K-12 Health Benefits Data Collection Project Team at: Y2DataCallTeam@Treinen.com'.

- Once logged in, you are taken directly to your school district's ShareFile folder.

The screenshot shows the ShareFile interface. At the top, there are tabs for 'Folders' and 'Favorite Folders'. Below the tabs, there is a breadcrumb trail: 'OIC SD' > 'ABC school district'. The main area displays the 'ABC school district' folder name with a dropdown arrow. To the right of the folder name are two buttons: '+ Create Folder' and '↑ Upload Files'. Below the folder name, there is a row of action buttons: 'Download', 'Send', and 'More Actions' with a dropdown arrow. To the right of these buttons is a 'View:' label with two icons: a list view icon and a grid view icon. Below the action buttons is a table with the following columns: 'Title', 'MB', 'Uploaded', and 'Creator'. The table contains one row with the following data: 'Downloaded', '0.00', '1/22/14 12:04P', and 'S. Parsons'. To the left of the table, there are checkboxes for 'Downloaded from this folder' and 'Uploaded to this folder'.

	Title ▲	MB	Uploaded	Creator
<input type="checkbox"/>	Downloaded	0.00	1/22/14 12:04P	S. Parsons

- Click the **Upload Files** button to the right of your school district folder name.

Upload Files to "ABC school district" Folder

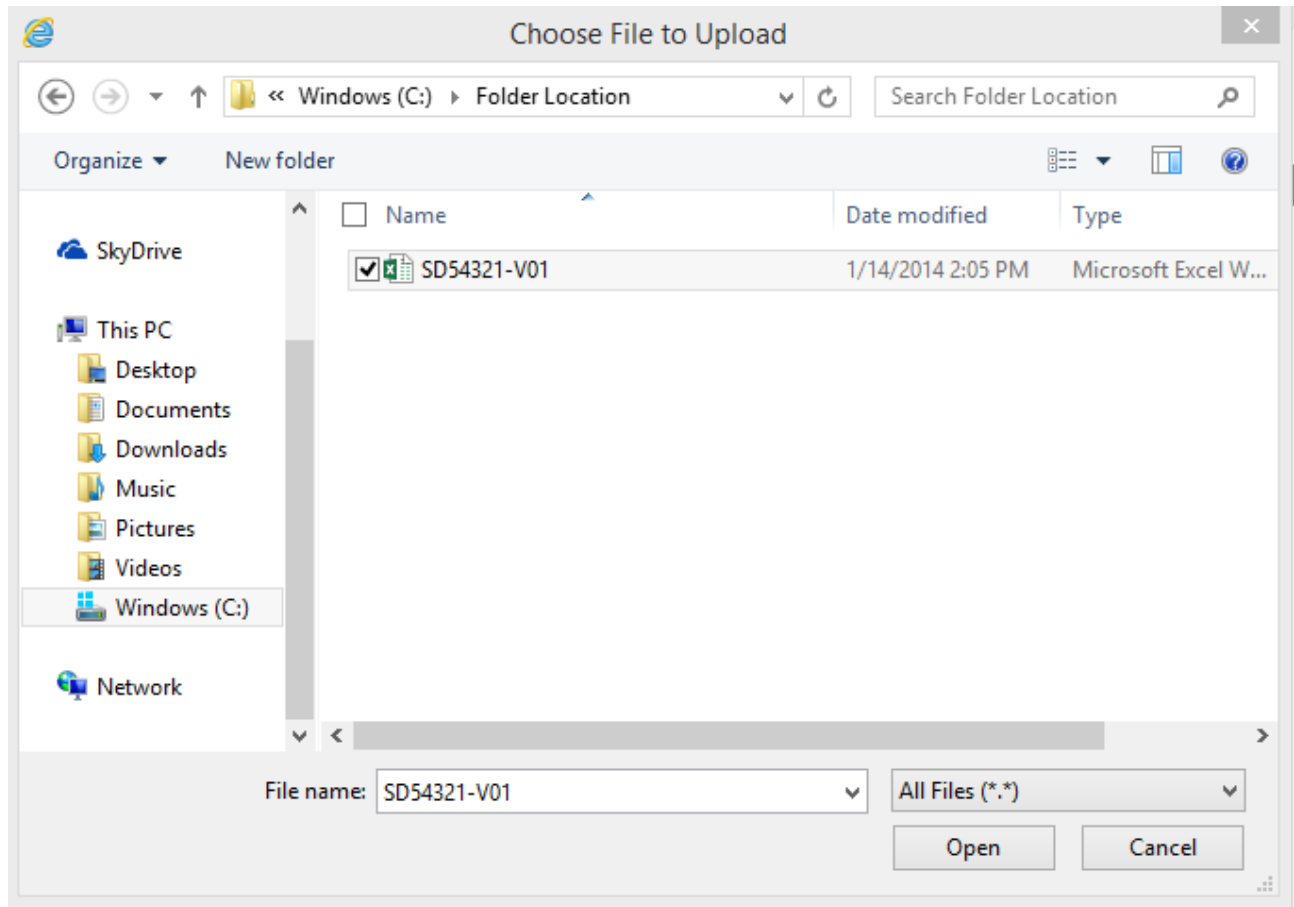
To upload a file, click Choose Files. Select files from the pop-up menu, or drag files from your computer on to the box. To upload multiple files at once, hold down the Shift or Control key as you select files.

Note: Folders cannot be uploaded with this tool. To upload a folder, switch to Java Uploader.

If you have trouble uploading files, you can try using Flash uploader or Standard Uploader.

The screenshot shows the file upload interface. At the top, there is a 'Choose Files' button, followed by the text 'or drag and drop files', and a 'Clear All' button. Below these buttons is a large rectangular area with the text 'DRAG FILES HERE' in the center. At the bottom of the interface, there is a green 'Upload Files' button, a 'Back to Previous Page' link, and a checkbox labeled 'Send email notifications when finished'.

5. Click **Chose Files** to upload your completed Data Collection Spreadsheet from your computer.



6. Navigate to the location of the completed Data Collection Spreadsheet and click on the file.

Once you have selected the completed Data Collection Spreadsheet from your documents, click **Open**. Now that the completed Data Collection Spreadsheet is ready to be uploaded to ShareFile, click **Upload Files**.

School District Instructions - Year 2 of the OIC K-12 Health Benefits Data Collection Project

- The completed Data Collection Spreadsheet has now been uploaded to your ShareFile folder.

The screenshot shows a ShareFile interface. At the top, there are tabs for 'Folders' and 'Favorite Folders'. Below the tabs, there are navigation arrows and the path 'OIC SD > ABC school district'. A folder icon is next to 'ABC school district', followed by a dropdown arrow. To the right are two buttons: '+ Create Folder' and 'Upload Files'. Below this is a toolbar with 'Download', 'Send', and 'More Actions' (with a dropdown arrow). On the right of the toolbar is a 'View:' section with icons for list and grid views. Below the toolbar is a table with the following columns: 'Title', 'MB', 'Uploaded', and 'Creator'. The table contains two rows: one for a folder named 'Downloaded' (0.00 MB, 1/22/14 12:04P, S. Parsons) and one for a file named 'SD54321-V01.xlsx' (0.01 MB, 1/22/14 1:21P, Y. Team). Each row has a checkbox on the left.

	Title	MB	Uploaded	Creator
<input type="checkbox"/>	Downloaded	0.00	1/22/14 12:04P	S. Parsons
<input type="checkbox"/>	SD54321-V01.xlsx	0.01	1/22/14 1:21P	Y. Team

Email me when a file is: ☐ Uploaded to this folder

Step-by-step instructions for downloading files

To download a 'return file' (a Data Collection Spreadsheet that has errors and / or warnings flagged) from ShareFile, follow the steps below.

- Complete steps 1, 2, 3 as above.

The screenshot shows a ShareFile interface, similar to the one above. The folder 'ABC school district' contains two files: 'Downloaded' and 'SD54321-V02.xlsx'. The file 'SD54321-V02.xlsx' has a green 'X' icon next to its name, indicating it has errors or warnings. The table below shows the details of these files.

	Title	MB	Uploaded	Creator
<input type="checkbox"/>	Downloaded	0.00	1/22/14 12:04P	S. Parsons
<input type="checkbox"/>	SD54321-V02.xlsx	0.01	1/22/14 1:23P	Y. Team

Email me when a file is: ☐ Uploaded to this folder

- Select the file that you want to download by clicking in the box next to the file.

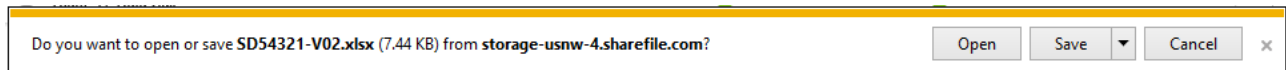
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The screenshot shows a file management interface. At the top, there are tabs for 'Folders' and 'Favorite Folders'. Below the tabs, there are navigation icons and the breadcrumb 'OIC SD > ABC school district'. A folder icon is followed by the text 'ABC school district' with a dropdown arrow. To the right are two buttons: '+ Create Folder' and 'Upload Files'. Below this is a toolbar with 'Download', 'Send', and 'More Actions' (with a dropdown arrow), and a 'View:' section with icons for list and grid views. The main area is a table with the following columns: a checkbox, an icon, 'Title', 'MB', 'Uploaded' (with a dropdown arrow), and 'Creator'.

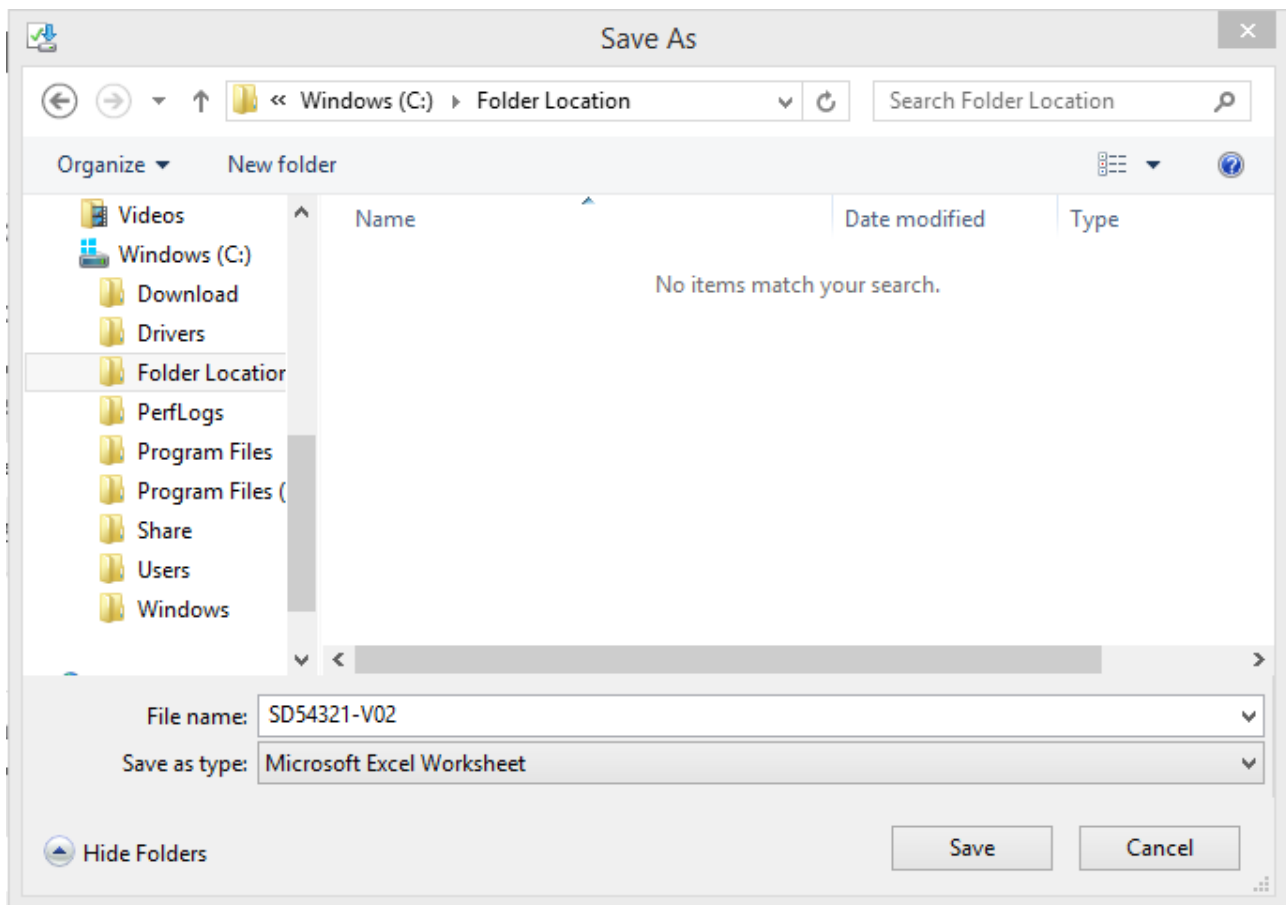
<input type="checkbox"/>		Title	MB	Uploaded	Creator
<input type="checkbox"/>	☆	Downloaded	0.00	1/22/14 12:04P	S. Parsons
<input checked="" type="checkbox"/>	🔍	SD54321-V02.xlsx	0.01	1/22/14 1:23P	Y. Team

Email me when a file is: ☐ Uploaded to this folder

3. Click the word **Download** above the file list.



4. Click the **Down Arrow** next to the **Save** button and chose **Save As**.



5. Navigate to where you would like to save the file on your computer and click **Save**.

What happens to the data?

After a given school district submits a spreadsheet containing their district's data, a computer application, which has been custom-built for the Office of the Insurance Commissioner, automatically processes it. If the submitted data is accepted (if it does not contain any errors) the data is then...

- loaded into a secure database that will be the basis for the November 2014 Report to the Legislature
- validated against data received from carriers - carrier data is being gathered in a separate Data Call

Errors and corrections after data submission

As noted above, if imperfections are detected in the data submitted by a district, the issues are summarized in the Data Collection Spreadsheet which is then returned to the district via ShareFile. An e-mail is sent to the submitter indicating that the return spreadsheet needs to be retrieved from ShareFile, corrected and resubmitted.

Additionally, all ShareFile users associated with the submitting district are notified by ShareFile that a return file has been posted to their ShareFile folder.

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If these imperfections are so serious as to constitute errors, the submitted data is rejected in its entirety, and this is indicated in the return e-mail. The district needs to address any errors and resubmit the data via ShareFile.

However, if the imperfections are **not** so severe as to stop the data from being loaded to the project's database, (in other words if there are warnings but no errors) then the data is loaded to the database. Districts have the opportunity to improve their data submission by resubmitting as often as they like up to the final due date, which is May 31, 2014.

If there are errors and/or warnings, the school district is notified. The OIC's data processing application automatically sends back the same spreadsheet that your district submitted, but with an indication (in the Status column) of exactly what was in error or caused a warning to be issued.

If your district's data is rejected due to errors, please correct the errors, re-run the Check My Spreadsheet macro, and then re-submit the spreadsheet with the version number incremented as described above within the section called 'Data Collection Spreadsheet - naming convention'.

Date ranges

The legislation specifies that the data should be collected for the calendar year 2013. Unfortunately, for most school districts, this aligns neither with the School Year, nor the School Fiscal Year, nor the Plan Year. So, after considerable discussion with the OIC, the following approach has been agreed:

- 1) For employee census data (Section 7) a 'snapshot date' of October 1, 2013 is used. Any person who was a school district employee (as defined by the OSPI Employee Handbook) on that date should be reported. Any person who was not a school district employee on that date should not be reported.
- 2) For yearly totals by expenditure category (Section 1) the School Fiscal Year 2012-2013 is used. The project team will then estimate calendar year totals.
- 3) For yearly totals by payee / entity (Section 3) the School Fiscal Year 2012-2013 is used. The project team will then estimate calendar year totals.
- 4) Medical plan reporting in section 4 is based on calendar year. If plans are added or dropped during the calendar year (because, for example, the prior plan year ended and the new plan year began) then report all of the plans.
- 5) The calendar year 2013 is used for:
 - narratives describing various efforts, achievements & progress (Section 1, rows 5 – 12)
 - Innovative Features of Health Plans (Section 2).

The approach to date ranges explained here may at first glance appear complicated, but it is intended to make things as simple as possible for school districts. One of the top priorities, in designing the timespan aspects of this Data Call, has been to minimize the burden on school districts.

Further information - links

ESSB 5940

The original legislation may be found here:

apps.leg.wa.gov/documents/billdocs/2011-12/Pdf/Bills/Senate%20Bills/5940-S.E.pdf

Treinen Associates Inc.

Treinen Associates Inc. is the consulting company that has been commissioned by the OIC to carry out the OIC K-12 Health Benefit Data Collection Project. Treinen Associates' web site:

www.treinenassociates.com

OIC

The OIC hosts various documents related to the OIC K-12 Health Benefit Data Collection Project:

<http://www.insurance.wa.gov/for-insurers/data-calls-reporting/special-data-calls/k-12-health-benefits-data-collection/schools/index2.html>

Here you can find:

- The school district **Data Collection Spreadsheet**
- The school district **Data Call Instructions**
- **FAQ** related to the school district Data Call
- **Link to sign up for Orientation Sessions** – the project team will host a series of online webinars about the school district Data Call; these will take place between February 3 - 28, 2014
- **Data Flow** - WSIPC districts that use WESPaC
- **Data Flow** - Districts that do not use WESPaC

.CSV templates for the school district Data Call. Each .CSV template corresponds to one of the sections in the Data Collection Spreadsheet, and is entirely empty apart from the column headings. The .CSV templates may be of useful (as output file layouts) to districts that extract their data from computer systems other than WESPaC. Districts that use WESPaC do not need the .CSV templates, as much of their data is extracted for them by using the OIC extract functionality provided by WSIPC.

The OIC's rules associated with ESSB 5940 are available on the OIC's web site:

www.insurance.wa.gov/laws-rules/legislation-rules/recently-adopted-rules/documents/2012-21103P.pdf

Office of the Superintendent of Public Instruction

The OSPI also has information on ESSB 5940. This site contains FAQs regarding OSPI's view of the legislation and its implications. Please see: www.k12.wa.us/Finance/InsuranceBenefits5940.aspx

District Orientation Sessions

The project team will run a series of webinar-based Orientation sessions from February 3 to February 28, 2014. To register for an Orientation Session please go to:

<https://attendee.gototraining.com/rt/3702584870945134081>

Questions? Comments?

Please feel free to send us an e-mail at: Y2DataCallTeam@Treinen.com

Section 1 - Report Health Benefit Data and Performance

This Section contains:

- Summary financial data - annual totals by expenditure category that are automatically calculated by the Check My Spreadsheet function (based on your input within Section 3)
- Narratives about your district's performance in terms of employee health benefits
- The name and email address of the person who is submitting the district's data
- Dates - the date of the data submission and the date the last time the Check My Spreadsheet function was run

Summary financial data

Lines 13-22 capture the annual total amounts your district paid, by expenditure category, for services related to the provision, delivery, management or administration of health benefit plans during the prior Fiscal Year (September 1, 2012 to August 31, 2013). You should **not** provide financial data for the current Fiscal Year.

Lines 20 and 21 (total spent on Internal Administration and description of such expenditures) are populated by **you** – they are not populated automatically. Please see the line-specific instructions below.

Later, in Section 3, you will indicate the total amounts your district paid to individual entities. (As previously mentioned, when you then run the Check My Spreadsheet macro these amounts are totalled and rows 13 – 19 here in section 1 are automatically populated.)

Row 1 - Column Headings:

Column A	Column B	Column C	Column D
Field_Name	Status	District_Response	Field_Desc
Identifies the type of information required in this row	Processing Status—this field is automatically populated by processes belonging to the project team.	District responses should be entered in this column	Explanations, if provided, appear in Column D
Please do not use this column.	Please do not use this column.		Please do not use this column.

The data you should report starts on Row 2 (since Row 1 contains the column headings).

Do not enter data in rows which are shaded in pale blue within this Instructions document.

Row-specific instructions

Row	Row Name	Explanation	Required/ Optional
2	SD_Code	County-district Code - should match the county-district code in the file name (e.g. 34111).	Required. Pre-filled for WSIPC districts.
3	District_Name	School district name.	Required. Pre-filled for WSIPC districts
4	Report_Year_Ending	Reporting year. Report expenditures for Fiscal Year 2012 – 2013.	Preset to 2013. Please do not change.

Rows 5 – 12 contain narratives describing various kinds of efforts, achievements and progress. All of these should be in reference to calendar year 2013. For further discussion of date ranges please see the material under the sub-heading 'Date Ranges' within the Introduction (above).

5	Desc_Affordability	Narrative describing progress by your district towards greater affordability for full family coverage.	Required
6	Desc_CostSavings	Narrative describing progress by your district towards health care cost savings.	Required
7	Desc_ReducedAdmin	Narrative describing progress by your district towards significantly reduced administrative costs.	Required
8	Desc_CustService	Narrative describing your district's efforts and achievements to improve the management, delivery and administration of employee health benefits.	Required
9	Desc_ReduceDiff	Narrative describing your district's efforts and achievements to reduce the differential between employee-only and family health benefit coverage, and to move towards the 3:1 target ratio that is identified in ESSB 5940.	Required
10	Desc_PTCoverage	Narrative describing your district's efforts and achievements to protect access to coverage for part-time employees.	Required
11	Desc_Innovations	<p>Narrative describing your district's innovations which are intended to reduce health benefit premium growth and the use of unnecessary health services.</p> <p>A separate check-off list of specific innovations is provided in Section 2. This field, here in section 1, is designed to capture any innovations not listed in Section 2, or any comments you wish to make</p>	Required

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		about your district's innovations with respect to health benefits.	
12	HDHP_Offered	Indicate whether your district offers a High-Deductible Health Plan (HDHP) to employees. Y or N	Required
13	Total_Premiums_Med	Total amount of premiums paid to carriers for employee medical benefits during Fiscal Year 2012 - 2013.	Calculated by Check My Spreadsheet
14	Total_Premiums_Dental	Total amount of premiums paid to carriers for employee Dental benefits during Fiscal Year 2012 - 2013.	Calculated by Check My Spreadsheet
15	Total_Premiums_Vision	Total amount of premiums paid to carriers for employee Vision benefits during Fiscal Year 2012 – 2013.	Calculated by Check My Spreadsheet
16	Total_Broker	Dollar amount of total annual fees paid to brokers during Fiscal Year 2012 - 2013.	Calculated by Check My Spreadsheet
17	Total_ExternalAdmin	Dollar amount of total external administrative expenses during Fiscal Year 2012 - 2013	Calculated by Check My Spreadsheet
18	Total_Supplemental	Dollar amount of total annual fees for supplemental health services during Fiscal Year 2012 - 2013.	Calculated by Check My Spreadsheet
19	Total_Retire_Carveout	Dollar amount of total retiree carve out during Fiscal Year 2012 - 2013.	Calculated by Check My Spreadsheet
20	Total_InternalAdmin	<p>Dollar amount of total avoidable, <u>internal</u> costs associated with administering health benefits during Fiscal Year 2012 – 2013.</p> <p>Include only costs that</p> <ul style="list-style-type: none"> (i) your district incurs internally in administering employee health benefits <p>AND</p> <ul style="list-style-type: none"> (ii) would not otherwise be incurred if your district did not perform any such employee health benefit administration. <p>This field is intended to capture the cost of employees that spend all of their time, or a substantial portion of it, on health benefit administration.</p> <p>If an employee does health benefit administration as well as a host of other things, and it would be very difficult to isolate the human resource costs</p>	Required

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		associated with health benefit administration, then report 0. Enter 0 if none.	
21	Desc_InternalAdmin	Brief narrative describing the administration costs reported in Total_InternalAdmin (above). In other words, briefly explain the basis for your district's calculation of this number.	Required if Total_Internal_Admin (above) is not 0
22	Total_Other	Dollar amount of other costs during Fiscal Year 2012-2013	Calculated by Check My Spreadsheet
<i>The person named below attests that the data for the submitting school district is correct to the best of their knowledge.</i>			
23	Submitted_By	The name of the person who submitted the report.	Required
24	Submitter_Email	The e-mail address of the person who submitted the report.	Required
25	Submission_Date	Date your district's data is being submitted. Format is mm/dd/yyyy	System generated
26	Spreadsheet_Check_Date	Date & time of the last time the Check My Spreadsheet function was run.	System generated

Section 2 - Innovative Features of Health Plans

All of the responses below should be in reference to health plan innovations available to your district from any carrier at any time during calendar year 2013.

For further discussion of date ranges please see the material under the sub-heading 'Date Ranges' within the Introduction (above).

Row-specific instructions

Column A	Column B	Column C	Column D
Status	Required	Innov_No	Innov_Desc
Used by the project team to report errors and warnings to submitting districts	Use_YND	Number assigned by the project team to particular innovations.	Description of the innovation that is being asked about.
Please do not use this column	Enter 'Y' if this innovation applies to your district.	Please do not use this column	Please do not use this column
	Enter 'N' if this innovation does not apply to your district.		
	Enter 'D' if you do not know if this innovation applies to your district.		
	Enter Y or N or D		

Data begins on Row 2. Enter 'Y' in column B of each row where the innovative feature applies to your school district. Enter 'N' in column B of each row where the innovative feature does not apply to your school district. Enter 'D' in column B of each row if you do not know if this innovation applies to your district.

- 1 Our district has a benefits strategy that includes improving the health of our employees.
- 2 Our district has specific health plan goals for our employees.
- 3 We participate in a health plan coalition.
- 4 We offer a plan design with a network of providers (hospitals and professionals) and higher benefits for use of in-network providers.
- 5 We receive health plan performance data from our health plan administrator/insurer.
- 6 We provide incentives for employees to use our wellness programs.
- 7 We contract with our health plan to provide wellness services to our employees.
- 8 We contract with an independent third party to provide wellness services to our employees.
- 9 We offer a *consumer driven* health plan with a Health Savings Account (I).

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- 10 We have a benefits budget that includes a wellness promotion component.
- 11 To reduce unnecessary health services at least one of our health plans includes a copay for emergency room services.
- 12 To reduce unnecessary health services at least one of our health plans includes a copay for inpatient hospital admissions.
- 13 To reduce unnecessary health services our pharmacy program requires higher copays for brand-name drugs where a generic drug is available.
- 14 Our health plan administrator/insurer or other third party works with us to find ways to reduce our health plan costs.
- 15 Our health plan administrator/insurer provides us information on health care cost and trends.

Enter 'Y' in column B of each row where the innovative feature is true of at least one health benefit plan offered to employees through your school district. Otherwise enter 'N' if the innovation feature is not true for any health benefit plan offered to employees through your school district. If you do not know if the innovative feature is offered by any plan offered to employees through your school district enter 'D'.

(At least one of) the health benefit plans offered to our employees:

- 16 ...Offer a wellness program.
- 17 ...Provide wellness coaching to our employees.
- 18 ...Send out wellness newsletters and/or post wellness messages on site.
- 19 ...Include case management and utilization management programs.
- 20 ...Offer a focused disease management program.
- 21 ...Offer a high-risk maternity program or maternity education program.
- 22 ...Offer our employees an opportunity to complete health risk assessments.
- 23 ...Offer our employees an opportunity to complete biometric screenings.
- 24 ...Offer financial incentives for employees to lose weight.
- 25 ...Offer financial incentives for employees to stop smoking.
- 26 ...Know the health risks of our population of employees.
- 27 ...Communicate to employees that healthy behaviors can reduce health benefit costs.
- 28 ...Offer incentives to encourage our population to improve their health.
- 29 ...Encourage our employees to know their *numbers* (cholesterol, body mass index, blood pressure, blood glucose levels).
- 30 ...Offer centers of excellence for high-cost services such as transplants.
- 31 ...Offer a Nurse Line service.
- 32 ...Offer a website to employees which includes health tools and resources.
- 33 ...Offer a communication plan to target chronic conditions (e.g. diabetes and depression).

Section 3 - Entities: Insurance Carriers, Brokers, etc

In this Section you should list all entities - insurance carriers, brokers, administrators, and all other third parties - from which your district obtained services related to the provision, delivery, management or administration of health benefit plans offered through your district to your district's employees during prior School Fiscal Year (Sep 1, 2012 – Aug 31, 2013). Additionally you should identify what kind of service each entity provided, and how much you paid to each.

Provide the dollar amount, if any, that your district paid to each listed entity during the whole of the prior School Fiscal Year (Sep 1, 2012 – Aug 31, 2013). Please do not provide financial information (yearly totals or YTD totals or monthly totals) for the current calendar year.

Please note that various annual total fields within Section 1 are automatically calculated (by the Check My Spreadsheet macro) based upon the input you provide here in Section 3. Do not input data into fields that are calculated by Check My Spreadsheet.

If an entity provides more than one service then list the entity once for each separate service the entity provides.

Please make every effort to report dental and vision premiums separately from medical premiums. However, if vision premiums are bundled with medical premiums, and you are unable to report the cost of your medical premiums separately from the cost of your vision premiums, then report the bundled total in 'Premiums_Paid' (column E).

If you don't pay them, don't report them

In year 1 of the project we tracked who you did business with in terms of employee health benefits. We had school districts report on brokers and third party administrators even if these entities were paid by your carriers.

In Year 2 of the project it is not necessary for you to report on brokers or third party administrators if your district does not pay them directly.

(We do collect information on such entities, including how much the carriers pay them, from the carriers.)

Approved carrier names (medical only)

The project is very carefully tracking detailed data about medical carriers*. So if for a given entity the Entity_Type_Role is 'Medical Ins. Carrier' then for Entity_Name you need to use one of the 'Approved Carrier Names' shown below and found in the Reference tab of the spreadsheet.

(For Dental and Vision carriers we are tracking summary data only – how much districts pay them in total.)*

If you are a WSIPC district that uses the Insurance Tracking module of the WESPaC software, you can configure the OIC extract to write only approved carrier names to the output .CSV files for medical carriers.

Otherwise, please use the carrier names listed below in the Entity_Name column.

<i>Approved Carrier Name</i>	<i>Carrier</i>
Aetna	Aetna Inc
Group Health	Group Health Cooperative
Kaiser	Kaiser Foundation Health Plan of the Northwest
KPS	KPS Health Plans
PEBB	Public Employees Benefit Board* (a carrier for the purposes of this project)
Premera	Premera Blue Cross
Providence	Providence Health Plans
Regence	Regence Blue Cross Blue Shield
UHC	United Healthcare
Other	This is in case there is a medical carrier we don't already know about. In this case, please report the name of the medical carrier in the Entity_Code field.

Payments to HCA

Please make sure that you distinguish carefully between the various payments you may make to HCA (the Health Care Authority) - please see the discussions of PEBB and the 'employee carveout' immediately below.

PEBB

Note that the HCA offers medical coverage through PEBB (the Public Employees Benefit Board). So the expression 'HCA' may well be part of the relevant deduction code in your payroll system, or the account payable code in your accounting system. If you are reporting payments made to HCA for medical coverage through PEBB, then The Entity_Code can be whatever you like, but the Entity_Name should be PEBB. The payments you make for coverage under PEBB should be reported under Premiums_Paid.

'Carveout'

However, note also that the deduction codes and account payable codes associated with payments made to HCA for the 'retiree carveout' may also contain the expression 'HCA'. If you are reporting payments made to HCA for the 'retiree carveout' then the Entity_Code and Entity_Name can be whatever you like (though it would be nice if you put 'carveout' somewhere in the code or the name). Such payments should be reported under Non_Premium_Fees_Paid.

Payments to WEA

WEA (Washington Education Association) is not a carrier. They are a plan sponsor. If you make payments for medical coverage to WEA, then:

- Feel free to use an expression that includes 'WEA' (or indeed whatever you like) as the Entity_Code
- Please make sure that you correctly identify the actual carrier in the Entity_Name field
- Report the amount paid for medical coverage in the Premiums_Paid column.

AON Hewitt

AON is the Third Party Administrator for plans sponsored by WEA. They handle such things as enrollment and claims administration. The data from Year 1 showed that in some cases, districts pay AON for medical coverage sponsored by WEA.

However AON is not a carrier. If you make payments for medical coverage to AON, then:

- Feel free to use an expression that includes 'AON' (or indeed whatever you like) as the Entity_Code
- Please make sure that you correctly identify the actual carrier in the Entity_Name field
- Report the amount paid for medical coverage in the Premiums_Paid column.

Entity_Type_Role

Every entity you list must be associated with a role. Section 3 column D provides a drop down list of roles that you can chose from. Listed below are definitions of the roles you may select for a given entity.

Medical Ins. Carrier

A company that offers medical insurance plans. Please note that if you select this role for a given entity, then in the Entity_Name field you must choose an approved carrier name from the Reference tab in the spreadsheet. Be sure to spell the carrier name exactly as it is listed in the Reference tab or an error will occur.

Dental Ins. Carrier

A company that offers insurance plans related to dental health.

Vision Ins. Carrier

A company that offers insurance plans related to vision health.

Supplemental

A company that provides supplemental health insurance such as insurance against accidents, hospital stays, and certain specific conditions such as cancer. Supplemental health insurance is quite distinct from medical insurance – it is purchased and billed separately.

Broker (or advisor)

A company that assists your district in the process of purchasing health benefits for your employees.

Insurance brokers or advisors that your district used should not be listed if their fees may are included in benefit plan premiums. List only brokers and advisors that your district pays directly.

Third Party Administrator

A TPA is a company that provides services related to the administration of health benefits or claims. If a TPA provides such services to your district but is paid by a carrier, do not include that company in your reporting. Report only TPAs that are paid directly by your district.

This role also includes external companies that provide data processing services in support of health benefit administration within your district. (Hint - only a few of the very largest districts use such services).

Broker + Administrator

A company that provides services related to the administration of health benefits or claims for your district. Report companies that perform these services only if they are paid directly by your district.

HCA (Carveout)

Health Care Authority - the organization to which you pay the 'retiree carveout' for your employees.

Other

Please use this for any entity which does not fit into the categories described above.

Premiums VS fees

For the purpose of this project, any payments you make to a carrier are by definition **premiums**. Conversely, any payments you make to an entity that is NOT a carrier are by definition **fees**.

If a particular entity fulfills any of these roles:

- Medical Ins. Carrier
- Dental Ins. Carrier
- Vision Ins. Carrier

Then the payments you made to these entities should be entered under Premiums_Paid.

If a particular entity fulfills any of these roles:

- Supplemental
- Broker
- Third Party Administrator
- Broker + Administrator
- HCA (Carveout)
- Other

Then the payments you made to these entities should be entered under Non_Premium_Fees_Paid.

Row-specific instructions

Column	Column Name	Definition	Required/ Optional
A	Status	Used by the project team to report errors and warnings to submitting districts.	Please do not use
B	Entity_Code	<p>Provide a unique identifier that your district uses for this entity. This identifier may be a vendor code from your district's Payroll, HR or other computer system. You can use any code you like as long as it is unique.</p> <p>For medical carriers, this code is later referenced in Section 4, where you list the plans offered within your district by each medical carrier. You cannot use any Carrier_Code in section 4 that is not defined here.</p>	Required
C	Entity_Name	<p>Provide the name of this entity.</p> <p>For medical carriers you must use an approved carrier name. Please see the section above entitled 'Approved carrier names (medical only)'. Be sure to spell the carrier name EXACTLY as it is listed in the Reference tab or an error will occur.</p> <p>For other types of entity you can use any name you like.</p>	Required
D	Entity_Type_Role	<p>Identify the role of this entity. A drop down list is available for these names.</p> <p>Valid choices are:</p> <ul style="list-style-type: none"> - Medical Ins. Carrier - Dental Ins. Carrier - Vision Ins. Carrier - Supplemental - Broker - Third Party Administrator - Broker + Administrator - HCA (Carveout) - Other. <p>If the entity identified in this row provides medical insurance bundled with another form of insurance, such as vision, then report the entity type as Medical Ins. Carrier.</p>	Required

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		<i>If Entity_Type_Role (column D) is set to: - 'Medical Ins. Carrier' then column C must include a valid carrier name from the reference tab. Check My Spreadsheet will flag column C and refer to the 'Reference' tab for valid carrier names.</i>	
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E	Premiums_Paid	<p><i>If Entity_Type_Role (column D) is set to:</i></p> <ul style="list-style-type: none"> - 'Medical Ins. Carrier' or - 'Dental Ins. Carrier' or - 'Vision Ins. Carrier' <p><i>then this field must be populated.</i></p> <p><i>If Entity_Type_Role is not one of these then leave this field blank, and report payments made to this entity in Non_Premium_Fees_Paid (column G).</i></p> <p>Report the dollar amount of all <u>medical or dental or vision</u> insurance premiums paid to this entity during Fiscal Year 2012 - 2013.</p> <p>Do not include premiums that are not for medical, dental or vision coverage. In other words, do not include life, long term disability, short term disability or supplemental insurance.</p> <p>Do not include COBRA.</p> <p>Do not include payments to trusts or VEBA trusts.</p>	Required if Entity_Type_Role is 'Medical Ins. Carrier' or 'Dental Ins. Carrier' or 'Vision Ins. Carrier'
F	Premium_Type	<p>Identify the exact type of premium you reported in Column E from the drop down list. Valid choices are:</p> <ul style="list-style-type: none"> - Medical - Dental - Vision - Medical & Dental - Medical & Vision - Dental & Vision - Medical & Vision & Dental. 	Required if Entity_Type_Role is any of the following: <ul style="list-style-type: none"> - 'Medical Ins. Carrier' - 'Dental Ins. Carrier' - 'Vision Ins. Carrier' and Premiums_Paid is not zero.
G	Non_Premium_Fees_Paid	<p><i>For the purposes of this Data Call, any payment that is not a medical or dental or vision premium is considered to be a 'fee'. So, if Entity_Type_Role is anything other than:</i></p> <ul style="list-style-type: none"> - 'Medical Ins. Carrier' or - 'Dental Ins. Carrier' or - 'Vision Ins. Carrier' <p><i>then use this field to report payments made to this entity.</i></p> <p>Report the dollar amount of fees (as distinct from medical insurance premiums) paid to this entity during Fiscal Year 2012 - 2013.</p>	Required if Entity_Type_Role is any of the following: <ul style="list-style-type: none"> - Supplemental - Broker - Third Party - Administrator - Broker + Administrator - HCA (Carveout) - Other

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H	C_Name	A contact name for this entity.	Optional
I	C_Phone	A contact telephone number for this entity.	Optional
J	C_E-mail	A contact e-mail for this entity.	Optional

Section 4 - Medical Plans

For each medical carrier, list all medical plans offered to any of your district's employees during 2013, which includes part of the 2012-2013 School Year AND part of the 2013-2014 School Year.

If, from the 2012-2013 (prior) School Year to the 2013-2014 (current) School Year, plans have been added or dropped, then list all of them.

Each plan that was offered during 2013 within your district should be listed once on its own line.

Note: **From this point forward, PLEASE SUPPLY INFORMATION ON MEDICAL PLANS ONLY!!!**

Please **do not** supply information about any of the following in this section or subsequent sections:

- Dental insurance plans No!
- Vision insurance plans No!
- Supplemental insurance plans No!
- Life insurance plans No!
- Short term disability insurance plans No!
- Long term disability insurance plans No!
- Salary replacement plans No!
- Payments to HCA for the Retiree Carveout No!
- Trust funds No!
- Veba Trusts No!
- Payments to HSAs (Health Savings Accounts) No!

Row-specific instructions

Column	Column Name	Definition	Required/ Optional
A	Status	Used by the project team to report errors and warnings to submitting districts.	Please do not use
B	Carrier_Code	Unique identifier for a medical carrier that was identified in Section 3 under column B (Entity_Code).	Required
C	Carrier_Name	Name of a medical carrier that was identified in Section 3 under column C (Entity_Name). Valid carrier names are available from the drop down in this field.	Required
D	Plan_Code	A <u>unique identifier</u> for this medical plan. This code may be from your HR system.	Required

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		Medical Plan_Codes listed here will be referenced in later sections (5, 6 and 7). You cannot use a Plan_Code in later sections that is not defined here in Section 4.	
E	Plan_Name	<p>Medical plan name.</p> <p>Please use a descriptive name. Please do not repeat the Plan_Code. You could supply, for example, the name under which the plan is marketed within your district.</p>	Required

Section 5 - List Employee Groups (& Medical Plans)

What is an 'employee group'?

An 'employee group', for the purposes of this project, is a group of employees that is offered a unique array of medical benefit plans.

For example, in some districts, bus drivers, teachers, janitors and administrators are offered different arrays of medical plans. In other districts, every employee is offered the same array of plans.

For our purposes, a group of certificated employees OR a group of classified employees that is offered the same array of medical plans is a group.

Certificated VS Classified

The only distinction that you absolutely must make is between certificated and classified employees. So if, in your particular district, everyone gets offered the same medical plans, then you have 2 groups.

Employees that are not offered medical benefits

In section 7, where we collect census data, every individual employee has to belong to an employee group. So, if some employees are not offered any benefits, then a group (with no benefits) needs to exist for them to belong to. We suggest two groups for this purpose:

NBO-Class No Benefits Offered – Classified
This group of classified employees is not offered any medical benefit plans

NBO-Cert No Benefits Offered – Certificated
This group of certificated employees is not offered any medical benefit plans

In each case, identify the employee group here in section 5, but do not list any plans as being associated with this employee group.

Employees that are offered medical benefits

For both classified and certificated employees, a separate entry should be made for each group of employees that is offered a unique array of medical benefit plans. A minimum of two groups must be listed: one group for classified employees and one group for certificated employees.

So long as employee groups have not been added or deleted or renamed from one School Year to the next, then each employee group should be listed once on its own line.

If groups have been added or deleted or renamed, then list all of them.

Time span

The relevant time span is 2013, which includes part of the 2012-2013 School Year AND part of the 2013-2014 (current) School Year. If a particular employee group is unchanged (has not been added or deleted or renamed) from the prior School Year to the current School Year, then list that group only once.

Associate plans to groups

You may list the plans offered to each group in column E of this Section, or you may use Section 6 for this purpose.

Row-specific instructions

Column	Column Name	Field Definition	Required/Optional
A	Status	Used by the project team to report errors and warnings to submitting districts.	Please do not use
B	Group_Code	A unique identifier for this employee group. This may be from your district's HR system. Group_Codes are referenced in later sections; you cannot use a Group_Code in a later section that has not been defined here.	Required
C	Group_Name	A name for this employee group.	Required
D	Group_CT	Classification of this employee group C = Classified or T = Certificated	Required
E	Plan_Codes_Offered	List of Plan_Codes offered to this employee group, separated by commas. Districts can use this column instead of Section 6. Just like Section 6, this column identifies what medical plans are offered to what employee groups. Plan codes used here must be listed in Section 4 column D. If a plan code is used here but is not listed in Section 4 column D, this will be flagged as an error by Check My Spreadsheet.	Optional

Section 6 - Medical Plans Offered to Employee Groups

Do I need to fill out this section?

Just like column E of Section 5, this Section associates medical plans to employee groups. In other words, it identifies what plans are offered to what groups. It is NOT NECESSARY to fill out this section if you made this association using column E of Section 5.

Do not include any dental, vision or any other plans here.

Time span

The relevant time span is 2013, which includes part of the 2012-2013 School Year AND part of the 2013-2014 (current) School Year.

Required / optional fields

Group_Name and Plan_Name are not actually required - they are there only to help school districts to fill out and verify the information in the form. For any row that contains data, Group_Code and Plan_Code are required.

Plan_Codes used here must already have been defined

Plan codes used here must be listed in Section 4 column D. If a plan code is used here but is not listed in Section 4, then this will be flagged as an error by Check My Spreadsheet.

Group_Codes used here must already have been defined

Group_Codes used here must have been listed in Section 5, column B. If a Group_Code is used here but is not listed in Section 5, this will be flagged as an error by Check My Spreadsheet.

Row-specific instructions

Column	Column Name	Field Definition	Required/ Optional
A	Status	Used by the project team to report errors and warnings to submitting districts.	Please do not use
B	Group_Code	Identifier for the employee group that this health benefit plan is offered to. (From Section 5 column B)	Required
C	Group_Name	Name of the employee group that this health benefit plan is offered to. (From Section 5 column C)	Optional

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D	Plan_Code	Identifier for each health benefit plan that is offered to this employee group. A value in this field must also be present in Section 4 column D.	Required
E	Plan_Name	Name of each health benefit plan that is offered to this employee group.	Optional

Section 7 - S275 District Employees

Snapshot date, snapshot month

Employee census information in this Section should reflect your district's employee population as of the snapshot date of Oct 1, 2013.

Dollar figures for monthly premiums and contributions should be those that applied during October, 2013.

Which employees should be reported?

For each, provide the employee group, plan selected (if any), gender, age, FTE status, and monthly health insurance premium information:

- monthly contribution paid by your district
- monthly contribution paid by the employee
- total monthly premium (district contribution + employee premium).

Exclude all persons who are not employees for S-275 reporting purposes, as defined in OSPI's personnel reporting handbook. Please see www.k12.wa.us/safs/ins/per/0102/S275.pdf. Note that the S-275 definition excludes substitute teachers.

Which columns should be filled?

If a given employee is not eligible for health insurance benefits through your district, or chooses not to purchase them, then leave the following fields blank for the employee: Plan_Code, Plan_Tier, SD_Contrib, Emp_Contrib, Total_Premium, Dep_YN, Cov_MaleDep_Ages, Cov_FemaleDep_Ages, Elig_MaleDep_Ages, Elig_FemaleDep_Ages.

No negative contributions

In Year 1 of the project, some districts, for a variety of perfectly plausible reasons, reported negative numbers in the district contribution (SD_Contrib) and employee contribution (Emp_Contrib) fields, and in a few cases even in the total premium field. We found that this caused errors in processing submitted data, and made it difficult to reconcile the data reported by districts with the data reported by carriers.

In Year 2 of the project we cannot allow negative contributions or premium amounts. Even though we are aware that some very complex 'funding gymnastics' are performed internally by some districts, we really just need a simple statement of how much money was, in the end, handed over to a carrier for each covered employee. Additionally we need to know how much of the premium was actually deducted from the employee (or from the employee and his or her spouse) and how much the district contributed.

Therefore, for each employee, please report the actual amounts for October 2013 of the district contribution, the employee contribution, and the total premium that was paid to the carrier.

If district and employee contributions do not add up to the total premium, this will be flagged with a warning by the Check My Spreadsheet function.

Married couples who are school district employees

Same district

If a married couple works for the same district, and one spouse purchases a medical plan that covers both spouses, then:

- The spouse that purchases the medical plan (the main policy holder) is reported as a covered employee with dependent(s)
- The full amount of the employee contribution and the full amount of the district contribution are reported against the main policy holder
- The other spouse is reported as an employee that does not buy benefits through the district, and in addition is listed as a dependent of the other spouse.

Some districts allow payroll deductions from both spouses to be applied to a medical plan that covers both. In this case, the reporting is exactly the same as described above:

- The spouse that purchases the medical plan (the main policy holder) is reported as a covered employee with dependent(s)
- The other spouse is reported as an employee that does not buy benefits through the district, and in addition is listed as a dependent of the other spouse.

Different districts

One spouse (Spouse A) works for District A and the other (Spouse B) works for District B. If Spouse A purchases, through District A, a medical plan that covers both spouses then the reporting is as follows:

- District A reports Spouse A (the main policy holder) as a covered employee with dependent(s)
- District B reports Spouse B as an employee that does not buy benefits through the district.

Taking the above scenario one step further, District B may make payments to District A in order to contribute to the cost of the premium paid by District A for both spouses. It may *seem* logical for District A to report the incoming funds from District B as a negative amount, and for District B to report the funds paid to District A, but in fact this is not what we want you to do. Instead, do this:

- **Do not report payments to other districts**
When reporting total premiums for a given employee report only the actual amounts paid to a carrier for coverage of that employee (and dependents)
- **Do not report payments from other districts**
This project is not tracking funding sources; in terms of reporting of premiums we are tracking payments to carriers only
- **District A reports Spouse A (the policy holder) as a covered employee with dependent(s)**
For the employee contribution, report the combined amount (Spouse A + Spouse B).
For the district contribution, report the combined amount (District A + District B).
For the total premium, report the actual amount that was handed over to a carrier.

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- **District B reports Spouse B as an employee that does not buy benefits through the district**
Since the funds that are paid by District A to District B are not being paid to a carrier, do not report those payments AT ALL.

Row-specific instructions

Columns A thru I are required for all S-275 employees.

Column	Column Name	Definition	Required/Optional
A	Status	Used by the project team to report errors and warnings to submitting districts.	Please do not use
B	Emp_Code	A unique identifier for this Employee (e.g. employee ID or Name Code).	Required
C	Group_Code	The employee group to which this employee belongs. Group codes used here must be listed in Section 5. If a group code is used here but is not listed in Section 5, then this will be flagged as an error by Check My Spreadsheet.	Required
D	Emp_CT	C = Classified or T = Certificated If left blank, the classification of the group to which this employee belongs will be used.	Required
E	Gender	M = Male or F = Female	Required
F	DOB	Date of Birth mm/dd/yyyy	Required
G	Calculated_FTE	Provide a numeric between 0.00 and 1.00. FTE proportion for this employee based on the employee's contracted work hours.	Required
H	Benefit_FTE	Provide a numeric between 0.00 and 1.00 Proportion of benefit allocation* based on this employee's contracted work hours. (*proportion of benefit package available to employees based on their position, bargaining unit etc.)	Required
I	Benefits_Elig_YN	Indicate whether this employee is eligible for medical insurance benefits through your district. Valid entries are Y or N.	Required

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Columns J thru O are required for benefit-eligible employees who purchase medical benefits through your school district. Leave these columns blank for employees that do not purchase medical benefits through your district.

J	Plan_Code	<p>Identify the health benefits plan which this employee selected.</p> <p>Plan codes used here must be listed in Section 4 column D. If a plan code is used here but is not listed in Section 4 column D, then this will be flagged as an error by Check My Spreadsheet.</p>	Required if employee purchases a medical plan through your district
K	Plan_Tier	<p>Health Benefits Tier. Indicate the tier of coverage that this employee selected. Use only the values shown below:</p> <p>EE or E = Employee Only ES = Employee + Spouse EC = Employee + Child EF or ESC = Employee + Family E2 = Employee + 2 or more children F2 = Employee + Family with 2 or more children</p>	(Same as Column J)
L	SD_Contrib	<p>District monthly contribution to the medical insurance premium for this employee.</p> <p><u>Enter 0 if none.</u></p>	(Same as Column J)
M	Emp_Contrib	<p>Employee monthly contribution to the medical insurance premium.</p> <p><u>Enter 0 if none.</u></p>	(Same as Column J)
N	Total_Premium	<p>Total monthly premium paid to a medical insurance carrier.</p> <p>Should be district contribution plus employee contribution.</p> <p><u>Enter 0 if none.</u></p>	(Same as Column J)
O	Dep_YN	<p>Y or N</p> <p>Use this field to indicate whether this employee has dependents.</p> <p>If left blank, the project team will assume that dependent information is not available for this employee.</p>	(Same as Column J)

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Use columns P – S to submit the required information on dependents. Alternatively, use Section 8 if your district is able to extract the required information from a computer system.

P	Cov_MaleDep_Ages	List covered male dependent ages separated by commas.	Optional
Q	Cov_FemaleDep_Ages	List covered female dependent ages separated by commas.	Optional
R	Elig_MaleDep_Ages	List eligible but not covered male dependent ages separated by commas.	Optional
S	Elig_FemaleDep_Ages	List eligible but not covered female dependent ages separated by commas.	Optional

Section 8 - Dependents

Use this section or columns P-S in Section 7

The layout of this section lends itself to being used as an output file definition if your district uses an automated process to extract the required dependent information from a computer system.

Alternatively, use columns P - S in Section 7 to submit the required information on dependents, and ignore this Section.

Dependent information is required

Section 4 (D) (III) of the legislation states:

School districts and their benefit providers shall annually submit (...) Data to provide an understanding of employee health benefit plan coverage and costs, including: (...) for each employee, the employee's full-time equivalent status, types of coverage or benefits received including numbers of covered dependents (and) the number of eligible dependents (...)

So, all covered and eligible but uncovered dependents are required by the legislation – districts should make their best efforts to collect and report the data.

If an employee is not benefit-eligible, or if he or she chooses not to purchase insurance through the district, then do not supply information about that employee's dependents - they are not eligible because the employee in question either is not eligible, or chooses not to purchase benefits through the district.

If dependent data is unavailable, submit the rest of the data anyway

If data on dependents is unavailable, this will not prevent the project team from accepting and processing the rest of the submitted data.

Row-specific instructions

Column	Column Name	Field Definition	Required/Optional
A	Status	Used by the project team to report errors and warnings to submitting districts.	Please do not use
B	Emp_Code	The unique employee identifier from Section 7. Employee codes used here must be listed in Section 7. If an Employee code is used here but is not listed in Section 7, this will be flagged as an error by Check My Spreadsheet.	Required
C	Gender	M = Male or F = Female.	Required
D	DOB	Date of Birth. Format is mm/dd/yyyy	Required

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E	Benefits_YN	<p>Valid entries are Y or N.</p> <p>Is the dependent covered by a health benefit plan offered through the district?</p>	Required

Appendix 1 - Quick Start Instructions

Preliminaries

1. Using the link embedded in the email message that was sent by the project team to your district on Dec 16, 2013, log onto your district's ShareFile account.
2. Change your ShareFile password.
3. Configure your notification settings (default is to be notified about everything that happens with your district's ShareFile folder).
4. Add or delete users in your district.
5. Look for the Data Call on January 30th 2014.
 - Download and save the various Data Call attachments, particularly...
 - The Data Collection Spreadsheet (make a backup in case you need to start again)
 - The District Instructions (you may wish to print this)
 - The Process Overview diagram (this prints on 11' x 17' paper)
 - Read and understand these documents, and try to bear in mind that the Data Call is in reality far less difficult and onerous than it may at first appear.
6. Check out the OIC's K-12 project pages.
 - Any of the project documents such as the Data Collection Spreadsheet or the District Instructions may be downloaded from the OIC's site - see 'Further Information – Links' above.
 - Read the FAQ for Year 2.
7. Sign up for a webinar – these will take place during February 2014. See 'Further Information – Links' above for how to sign up.

WSIPC districts

1. Log into WESPaC and navigate to the new functions that allows users to configure and run the OIC health benefit data extract program on demand.
2. Configure the OIC extract. Detailed instructions on how to do this are provided by WSIPC.
3. Run the WSIPC extract, placing the output .CSV files into the same folder as the Data Collection Spreadsheet that was distributed as part of the Data Call on Jan 30, 2014.
4. Open the Data Collection Spreadsheet, select the Instructions tab, and run the macro to import CSV files into your spreadsheet. The button that executes this macro is labelled 'Load CSV Files Into this Workbook'.
5. Validate the data in the spreadsheet and make any needed corrections. Supply any missing information such as the narratives and internal administration information in Section 1.
6. Run Check My Spreadsheet.
7. Mandatory: Fix any errors flagged by Check My Spreadsheet.
8. When there are no further errors, submit the Data Collection Spreadsheet via ShareFile.
9. Monitor your mailbox for a response from the project team.
 - a. If your data is accepted with no errors or warnings then you are done for this year (unless you hear otherwise from us).
 - b. If your data is accepted with warnings
 - (i) Retrieve your 'return file' (*this is posted to your ShareFile account by the project team and identifies the imperfections that have caused warning messages to be issued*).
 - (ii) Examine the warning messages. It is up to you whether you make corrections and resubmit.
 - c. If your data is rejected due to errors
 - (i) Retrieve your 'return file'.
 - (ii) Correct the fields that are causing the error(s) and resubmit via ShareFile.
10. Repeat steps 4 – 8 as needed.

Non-WSIPC districts

Note – Steps 1 – 4 can be replaced by manually editing the Data Collection spreadsheet.

1. Build a utility or extract program to extract the required data from your computer system.
2. Run your extract, placing the output .CSV files into the same folder as the Data Collection Spreadsheet that was distributed as part of the Data Call on Jan 30, 2014.
3. Open the Data Collection Spreadsheet, select the Instructions tab, and run the macro to import CSV files into your spreadsheet. The button that executes this macro is labelled 'Load CSV Files Into this Workbook'.
4. Validate the data in the spreadsheet and make any needed corrections. Supply any missing information such as the narratives and internal administration information in Section 1.
5. Run Check My Spreadsheet.
6. Mandatory: Fix any errors flagged by Check My Spreadsheet.
7. When there are no further errors, submit the Data Collection Spreadsheet via ShareFile.
8. Monitor your mailbox for a response from the project team.
 - a. If your data is accepted with no errors or warnings then you are done for this year (unless you hear otherwise from us).
 - b. If your data is accepted with warnings
 - (i) Retrieve your 'return file' (*this is posted to your ShareFile account by the project team and identifies the imperfections that have caused warning messages to be issued*).
 - (ii) Examine the warning messages. It is up to you whether you make corrections and resubmit.
 - c. If your data is rejected due to errors
 - (i) Retrieve your 'return file'.
 - (ii) Correct the fields that are causing the error(s) and resubmit via ShareFile.
9. Repeat steps 4 – 8 as needed.

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